

House Resolution

No. 20

Introduced by Assembly Member Eng

August 19, 2009

House Resolution No. 20—Relative to employment discrimination.

1 WHEREAS, The Legislature prohibits discrimination against
2 individuals on the basis of actual or perceived sex, sexual
3 orientation, and gender identity; and

4 WHEREAS, California has led the nation by passing
5 comprehensive prohibitions against workplace discrimination
6 based on sexual orientation and gender identity; and

7 WHEREAS, Only 12 states currently have the requisite
8 protections in place to shield persons in the United States from
9 invidious employment discrimination, in both the private and
10 public sectors, that is based on sexual orientation and gender
11 identity; and

12 WHEREAS, Nineteen states currently have no restrictions at
13 all regarding employment discrimination based on sexual
14 orientation and gender identity; and

15 WHEREAS, The policy of the federal government for over a
16 decade has prohibited discrimination based on sexual orientation
17 for federal employees; and

18 WHEREAS, No federal law consistently and expressly protects
19 persons in the United States from invidious workplace
20 discrimination based on sexual orientation and gender identity;
21 and

22 WHEREAS, The federal Employment Non-Discrimination Act
23 of 2009, a proposed bill (H.R. 3017 and S. 1584), would expressly
24 extend federal employment discrimination protections, which

1 currently prohibit discrimination based on race, color, religion,
2 sex, national origin, age, disability, military service, and genetic
3 information, to sexual orientation and gender identity; and

4 WHEREAS, The federal Employment Non-Discrimination Act
5 of 2009 would prohibit public and private employers, employment
6 agencies, and labor unions from using an individual's sexual
7 orientation or gender identity as the basis for employment
8 decisions, such as hiring, firing, promotion, or compensation; and

9 WHEREAS, Recent polls show that persons in the United States
10 support equal employment opportunities for lesbian and gay
11 individuals by a margin of nine to one; and

12 WHEREAS, The federal Employment Non-Discrimination Act
13 has been debated in the United States Congress for over 15 years;
14 now, therefore, be it

15 *Resolved by the Assembly of the State of California*, That the
16 Assembly expresses its support of the federal Employment
17 Non-Discrimination Act of 2009, prohibiting employment
18 discrimination on the basis of sexual orientation and gender
19 identity, and respectfully urges the United States Congress to pass
20 the act and the President of the United States to sign it; and be it
21 further

22 *Resolved*, That the Chief Clerk of the Assembly transmit copies
23 of this resolution to the President and Vice President of the United
24 States, to the Speaker of the House of Representatives, to the
25 Majority Leader of the Senate, to each Senator and Representative
26 from California in the Congress of the United States, and to the
27 United States Secretary of Labor.